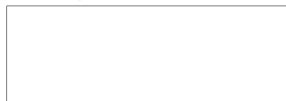


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. . . . The CIA RETIREMENT BOARD convened at 2:00 p.m. on

Thursday, 1 October 1970, with the following present:

25X1



Chairman  
DDP Alternate Member  
DDI Member

25X1

Mr. George C. Miller, DDS&T Alternate Member

DDS Alternate Member

Legal Adviser  
Technical Adviser  
Chief, Executive Secretary  
Chief, Recording Secretary

25X1

I [ ] We have a pretty heavy schedule here today. There are

three gentlemen in waiting. [ ] I think we all agreed we might bring in

and hear the information he feels should be made available to us. [ ] is

here. On [ ] I want you to understand this isn't really a formal case as

yet before the Board. It hasn't gone through the DDS. He is here attending a Supply

Officers Conference from out [ ] and this would be the only opportunity we would

have to talk with him. You can all take your own notes, or maybe we will come to a

conclusion, but the case has not come through the DDS yet. We pushed it up to

get him here.

Before we bring in [ ] I think you will recall he is

down in [ ] He is a local of the [ ] area. I think we all had 25X1

noticed, for example, he shows no rent which makes me feel he must own the old

family homestead there. These are just little thoughts that I had. He has what

he calls a practical nurse. I figured that as \$2.50 an hour and it sounds more like

a maid but we can find out more about that. I guess there is a legitimate question

of whether he stopped working would he really need this nurse or maid. On the other

side of the ledger he does have less than 20 years of service but he knew that when

he elected to move from Civil Service to CIARDS, I assume, and therefore knew, had

he stayed in Civil Service, he could have worked until he had the full 20 years.

The old thought that we always throw out -- if he is going to have to work for a

long time, will one more year help much or should he get out and work now. So

with that little background plus his statement here, just to bring you on target,

is [ ] letter of 20 August where he says he is reluctant to furnish

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this information in writing, however, he is willing to talk to a member of the Retirement Board, and whether he is willing to talk to the whole group, I'm not sure, but let's get him in and see.

25X1

. . . . [ ] then joined the meeting . . . .

25X1

[ ] indicated that you had some additional information. He said that you were reluctant to furnish this information in writing but you are willing to talk directly to the Board. Is there something over and above what we have here?

25X1

[ ] I don't believe so unless there would be a statement at the time I agreed to early retirement under the Agency plan that things have changed from that time. The illness in the family. It's an additional expense but I believe that information was available to the Board. If you are interested in my net worth, I have a small place. It's free and clear, but I do not have any other income. I do not have any other income producing assets.

25X1

[ ] How much will your social security benefits be when you are 62

[ ] From what I can understand something slightly less than \$100 a month for myself and possibly \$40 some dollars for the Missus, so this would be approximately \$150 but not more than that.

25X1

[ ] That's at the reduced rate at age 62?

[ ] Right.

[ ] Does your wife have any social security?

[ ] No.

[ ] I notice you say semi-invalid.

[ ] -- rheumatoid arthritis.

[ ] What does the practical nurse do?

[ ] This would be more of a housekeeper, janitorial type to help assist her with personal problems that I would not be able to help her with.

25X1

[ ] Is your wife able to cook the meals?

[ ] No, she has been semi-invalid since the first of January.

She was in George Washington University Hospital from 20 July to 10 September. She is taking therapy treatments at the local hospital now.

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25X1

[ ] As a native of the area, and we go through this so often with people in your position -- not exactly but similarly -- you are facing a retirement and you really have to have some additional income.

25X1

[ ] That is correct.

[ ] And we sometimes wonder if you are not better off moving out at the earliest possible age to get other employment rather than postponing this, say, for a year and then you go out and you are age 61 looking for a job and also it would tend to build up your social security if you got other employment. Have you tried looking for a job out there?

25X1

M [ ] I did some exploring but so far in my work -- what I have been doing for the last 19 years -- the demand for that type of skill in the local area is not too great. I'm sure you are aware that I am a procurement agent.

25X1

[ ] But on the other hand you must have a lot of contacts in the area.

[ ] Most of our contacts are with the metropolitan Washington area or direct with the manufacturers. The amount of business I do locally would amount to nothing.

25X1

[ ] Your first statement I guess indicated that at the time you elected to come into CIARDS you recognized that you would have to go at age 60, whereas had you stayed in Civil Service you could have worked until you had a full 20 years.

25X1

[ ] Yes.

[ ] And subsequent to that time your wife became ill.

[ ] Yes. It has been three years this past March that this problem started. It's gotten worse.

25X1

[ ] You do your own cooking?

[ ] Most of it. We have someone who comes in two or three days a week. I like to have them as many days as possible.

25X1

[ ]: Does anyone else have any questions? (no response)

25X1

Thank you very much, [ ].

25X1

[ ] Thank you. I appreciate your time.

25X1

. . . . [ ] withdrew from the meeting at this point . . . .

25X1

[ ] I'll just note he had two periods totaling 12 years as

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25X1

assistant manager of a variety store in [ ] I'm very much persuaded myself that this man has to work. He'd just be better off starting now. It wouldn't be in procurement, and it wouldn't be at the same salary but his annuity will certainly see him through.

25X1

[ ] His critical period will be the next two years. He will be getting another \$1800 a year starting two years from now.

25X1

[ ] I must admit I was really trying to pin down was his wife's condition but apparently she is in pretty bad shape. She can't do any of the work and I really don't see why he would need more help after he quits which he indicated he might. You could nit-pick away like transportation, \$50. It seems pretty high. I guess he would still need a car. You are not going to shave much on that. Everything else certainly seems reasonable. I don't question he is going to have expenses at about that level. As I see it he gets \$37<sup>4</sup> a month, approximately, if he retires in December and just about \$50 more a month if he goes until December 1971 and an extra \$72 if he goes to 1972 but this recommendation at this point is for one year.

25X1

[ ] He is going to have a tough time in the Washington area to equal his income, and that means \$9,000.

25X1

[ ]: He is not going to get a \$9,000 job.  
When I read the case I was pretty touched by it and I just wrote out on the side hereto give him 20 years service.

25X1

[ ] I went through this too. On the other hand we don't want to have a feeling that everybody who retires under CIA is entitled to 20 years. On the other hand I went through that and said that would take him to October at which time he will come in and ask for sixty days to beat the tax rap at the end of the year and I think if I came around with anything I gave him one year. My head agrees with you, John, but my heart goes to the guy.

25X1

[ ] This is prolonging it but it helps him some financially.  
But I do think we ought to convey to him that this will probably be the last extension and he should begin actively to try to find work there. Are we ready for a motion?

25X1

[ ] I make a motion we let him go until he gets 20 years service with the idea that that is it!

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25X1

[ ] My only argument to that is I think we are building in the one year. He is going to go for October and then he is going to ask for two more months, so let's take him to the end of the year.

25X1

[ ] Okay.

[ ] Second.

. . . This motion was then passed . . .

25X1

[ ] Terminal?

[ ] Right, and let the correspondence to him indicate there will be no further extensions and he is urged to actively pursue other employment.

25X1

[ ] is next in line.

25X1

[ ] Maybe we should take a few minutes here. Quite a bit of the story is given here so I'd like to try and take you through quickly because it's a little difficult to construct but I went over this in some detail with [ ] who check all of his records. It's a sensitive operation and I hope you will go along with me. Specifically I figured it would probably serve no

25X1

25X1

two good years out of the period. To boil it down to my problem a portion of this time, April 1961 - in other words I'm saying that I have no problem from 1957 through April 1961 but not to November 1962. From April 1961 he was in this headquarters building but because of the sensitive nature of his assignment he remained under non-official cover. Ideally he should never have come back here. He should have gone out somewhere else. As a matter of fact an attempt was made to get him a teaching job as a cooling off period but they brought him into the building.

25X1

[ ] Other than that he went to work in the morning and went home as anyone else in headquarters would do. I think the major question is, does that constitute qualifying service? Frankly, with what I know now I'm not as interested in talking to Mr..

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25X1

[ ] because I have a feeling he could not tell us a heck of a lot more than this. Do you want to have any discussion at all before he comes in?

MR. MILLER: The fact that he applied for Civil Service retirement and now wants to come back to CIA, does that enter into it?

25X1

[ ] This came forward to the Board as an application for Civil Service retirement but when the Board addressed itself to it we, I think, sensed the fact that this could be a potential later request that it be brought into CIARDS after he was past 60. We didn't want to get in this box and sent it back and asked if the man thinks he has a chance for CIARDS because once we put him into Civil Service and he has passed his 60th birthday we are not going to get him in CIARDS. The man has made it pretty clear his interest is working longer. He would rather have Civil Service and stay a year than CIARDS and go right out. I think it is true to say the Board is normally a little more liberal in considering extensions under Civil Service than CIARDS. My question, and the reason I wanted [ ] in was to zero in on what did he do at this time. Now it would narrow down to how much practice of tradecraft did he have in Headquarters. Unless any of you have any further discussion could I bring him in?

25X1

25X1

. . . [ ] then joined the meeting . . .

25X1

[ ] First of all I want you to know that we have been able to address ourselves to your case without getting into the details of exactly what you were doing. I think I speak for the Board when I say we are generally satisfied for the time you were truly assigned to the project. For my part I'm more interested in trying to get a better picture of the period from April 1961, when you returned to this building, to November 1962 when you clearly disassociated from the project. I recognize your problem in terms of your former association and the fact that you had a telephone number outside but, in your day to day activity, I'm trying to see what stringent cover and tradecraft that you had to undergo during that period that you were assigned here in Langley?

25X1

[ ] Well, it was a matter of concealing my connection with the Agency from all those except those who worked in the Agency. This falls into several categories -- neighbors, friends in the area, friends in the distant and even relatives for that matter. This was not an altogether easy matter but I devoted a good deal of effort to the problem and I might say even involved my

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own children to some degree too because the movements that we had been instructed to employ were somewhat erratic but I think it came off and so far as I know there has been no compromise to the outside world of the position I was in and was instructed by EE Division and Cover to maintain. There were additional difficulties in the previous period but that is not what you have asked me about.

25X1



I think that is readily understandable.

The location of my work I suppose above all was the practical problem. It involves being on guard in conversations and having to make such substitute answers as I could give.

25X1



In terms of jumping from that to the request for extension, how much effort have you made in terms of trying to pick up the academic career?

25X1



Well, there is the problem, and it breaks into two parts.

First there is the general well known situation in the academic market these days which applies to both higher education and the lower levels. I imagine everybody is sufficiently aware of this and I hardly need develop it. I have satisfied myself that it applies also to me too. There is the special problem as a consequence of my employment which has meant over the years that the ties that I had have faded out. As a matter of fact, to be realistic, this one is far more important than all others -- the problem of who is going to speak for you when there is a vacancy. This is by all means the most important factor in landing a job. It's the personal element -- that recognized people in your field say something in your behalf and here I'm very much at a loss.

25X1



When you moved back to the building was that part of a physical move from another part of the country?

25X1



The move occurred in the spring of 1961. I moved back from

25X1




25X1



Did you have to buy a house here, or what?

Well, yes for the time being I did. I took a rented house.

We had been put -- my wife and I -- to some trouble over the matter of handling a house which we continued to own in this area which was our one actual tie, but we had given out very carefully the story that we were settling elsewhere and going to sell our house as soon as I was firmly established again. As I knew I would not be in  long our house was rented and we maintained this story and the outcome was we changed our mind and I came back to Government work. At first I

25X1

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appeared to work for a consultant to a company having Government business, so ultimately we resumed life in the house we had owned continuously.

25X1

25X1 [ ]: Are there any other questions? (no response)

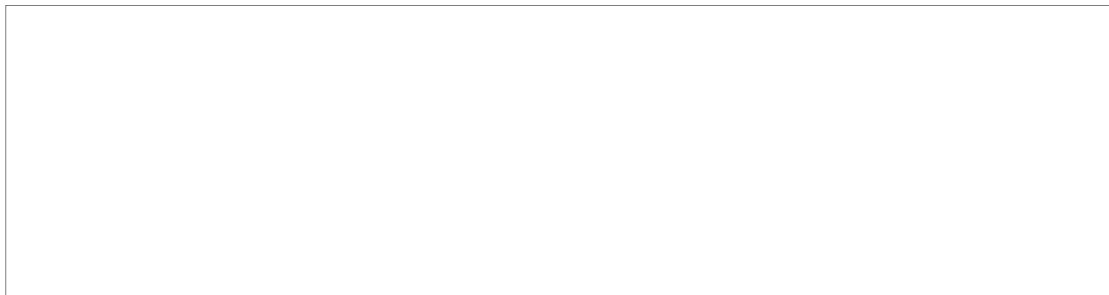
Thank you very much, [ ] 25X1

25X1 [ ] Thank you.

25X1 . . . [ ] withdrew from the meeting at this point . . .

MR. FISHER: He makes a very good impression. Is there any discussion?

25X1 MR. MASON: I would find it easier to give him another year under the CS than bring him under the CIA System. That last year --



25X1 [ ] I have delivered many of my neighbors to [ ] when their cars break down. 25X1

25X1 [ ] I am not persuaded that this truly meets domestic qualifying service. Now, on the other side of it I think the career we gave him puts him in a hell of a shape to get another job. Eric told me what they really wanted to do

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25X1

[ ] : We could write this as two separate things.

[ ] We don't have to go to the Director on a turndown. I think a letter from the D/Pers should wait until we go up to the Director on an extension under Civil Service. When that comes back we tell him he has been turned down, however, we processed the request for extension under Civil Service and it was or was not approved.

25X1 [ ] I'd like it to be the other way around.

[ ] at that point the only appeal would be the domestic qualifying service.

25X1 [ ] Send one to D/Pers and the other to the Director?

[ ] One at a time. Send him the turndown and give him a chance to appeal. His appeal goes through and when that is disposed of move on with the extension.

25X1 [ ] We only have 29 days for the whole thing.

[ ] Let me think about it. It would seem to me that we can move ahead with an extension of one year under Civil Service. At the same time we tell him he has been turned down for domestic qualifying service. I have the feeling we would have an easier time. He says, "You turned me down but you did extend me," and he will be relaxed.

25X1 [ ] It seems to me my advice would be to appeal. You already have your extension and now appeal. If his appeal is turned down you can't take that away from him. He can't lose anything.

25X1 [ ] But if he appeals and gets into CIARDS we might feel different about the extension. Well, let's not hold the Board up on this.

25X1 [ ] - as I said we are sort of considering this a little

25X1 ahead of the fact. He apparently had less than two years overseas. He returned

25X1 short of tour from [ ] I think it is fair to say that by and large we are 25X1

25X1 zeroing in on his time at [ ] and then at the [ ]. There

25X1 certainly is no question about his time at [ ] which also has the type of duties

25X1 that might qualify him. His time at the [ ] is almost the same as the time

25X1 of [ ] that the Board considered and turned down. He was Log Officer at the

25X1 [ ] and one of the things that bothered me a bit when we got into some

[ ]

25X1

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25X1

He uses words such as [ ] and I don't know whether that means he had all responsibility for storage and shipment at the [ ]. I think that was pretty much the same. I don't know what he meant by, "varied use of an alias." I think I am going to ask him what that was. I feel I should explain to him that hard work and outstanding performance and high cost of living are not real factors in terms of domestic qualifying service. Other Government employees under Civil Service work in [ ] 25X1

I have one item that just came through today that might be of some interest. This is a new Civil Service coverage of environmental differential pay. It deals with differential pay due to hazard physical hardship working conditions of an unusual nature. It obviously is not hazard in terms of what we might think of it. Test pilot working in high structures working in extreme controlled cold -- controlled heat. [ ]

25X1 [ ] Did you notice he says he wouldn't have taken his present assignment because it was detrimental to his being assigned overseas. He went on this assignment in 1962 and we had no Agency retirement program.

25X1 [ ] He talks about receiving a 10th Intelligence Medal of Merit?

25X1 [ ] It may be number 10. As you see he reaches for an awful lot of things.

25X1 [ ] MR. MILLER:

25X1 [ ] He does?

MR. MILLER: Yes, as I recall. 25X1

25X1 [ ] But that is in [ ] He did a lot of things but it is qualifying anyway.

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25X1

[REDACTED]

25X1

[REDACTED]

How much?

Yes, how much?

Well, we can ask him all these questions.

25X1

25X1

. . . [REDACTED] then joined the meeting . . .

[REDACTED]: Things haven't moved fast enough to have your case officially on the docket but we want to take advantage of your presence.

I guess you will be going back to the [REDACTED]

25X1

25X1

[REDACTED]

Yes, probably tomorrow afternoon.

[REDACTED] Normally it would not have hit the Board till two weeks from today and we haven't had the normal time to get into it but we were alerted we had better get you now to talk to you about it. First, I would like to explain to you, because we do find a lot of people misunderstand, but hard work and outstanding performance by themselves are not qualifying service. It's the sort of thing that happens often. High cost of living, which again any civil servant working in that area has the same thing, wouldn't be considered especially qualifying.

25X1

[REDACTED]

we have to find for your domestic qualifying service. We'd like to direct ourselves to the hazard part of it in terms of ordinance because that seems to be the only handle to latch on to from a quick reading. It's not the first case we have had. [REDACTED] applied, for example, for qualifying service during his tour at [REDACTED] and this was not approved. I'm wondering how your work compared with his work.

25X1

25X1

[REDACTED]: May I take an opportunity to thank each and every member of the Board for giving me an opportunity to come before you. I would like for the record to make it clear I am not an embittered employee and do not come here with any grievances whatsoever. I think the Agency has done very well by me and I in turn accept whatever the Agency gave me so I wish to make that clear for the record. I have been under cover three-quarters of my career and in direct support of operations. I'm in several right now that are highly classified and I have more or less been effected by pressure in that capacity because of the stringencies imposed upon me with these operations out on the [REDACTED] I don't feel as though I'd like to

25X1

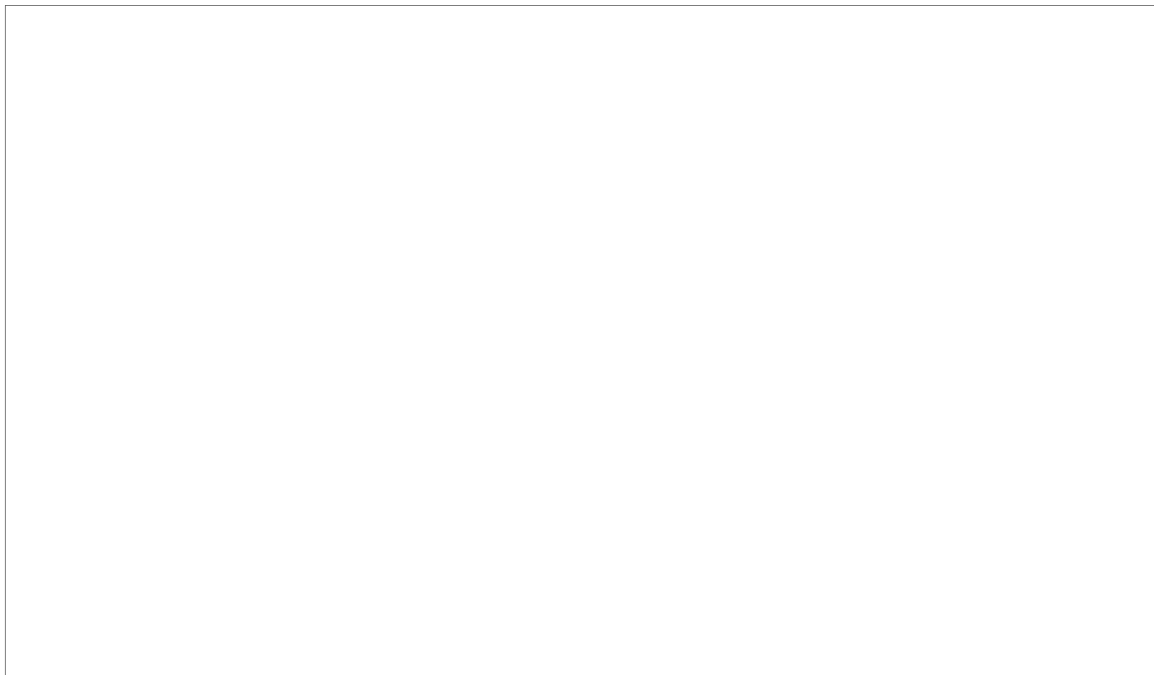
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25X1



25X1

Let the record stand as it rests now and we will try and pick it up. I'm going to talk to [ ] and ask him who would be the best man to come over and help us make this determination.

Have you all had an opportunity to review the 3 September minutes? If there are no changes, let them stand as written. We can now move on to item A. We have two employees who have completed 15 years of Agency service and meet the criteria for participation in the System -- [ ] I'd like to have a motion that they be designated.

25X1

25X1

[ ] I so move.  
[ ] Second.

25X1

. . . This motion was then passed . . .

[ ]: And then we have four employees who have completed five years of Agency service and meet the criteria for designation. May I have a motion?

25X1

[ ] I so move.  
[ ] Second.

. . . This motion was then passed . . .

25X1

[ ] Under C, we have three participants who have applied for voluntary retirement. I would like to have a motion on these three voluntaries.

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25X1

I so move.

Second.

25X1

. . . This motion was then passed . . .

25X1

We have two more here -- both 31 October. One is

from Commo. He would like out by the 31st of October and the reason

for that is that he has to be at his new location in time for hunting season.

He is now part owner of a hunting lodge in Pennsylvania.

25X1

I so move.

Second.

. . . This motion was then passed . . .

25X1

25X1

The other is  DDP, age 50 with 25 years

service, 18 with the Agency and 16 of which were spent overseas.

25X1

I so move.

Second.

. . . This motion was then passed . . .

25X1

: I think we have a new record here. This is the youngest

I have run into -- 42 years old. Fifty percent of a GS-13 at age 42 -- about

25X1

\$9,000 at age 42. At any rate, this is one of the involuntaries, and a

who is an old man of 46 who would also like out.

MR.

I so move.

25X1

MR.

Second.

. . . This motion was then passed . . .

25X1

25X1

MR.

Now we have Mr.  He has pretty well reconstructed

his service here and sort of give or take a matter of days or weeks at most.

It does look like he has about 38 good months of overseas which means he needs

22 more months of domestic qualifying service. He has identified, not precisely,

25X1

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25X1

--	--

There is just a question

in my mind if that wasn't one type of service you should get time and a half for, at least. In any event, I'm not too sure. I guess what we have to address ourselves to is this job in the flying squad with the suitcase ready all the time for overseas operations truly domestic qualifying service?

25X1 [ ] If I counted right he made six trips in that period.

25X1 [ ] He was chief of the branch. He probably did not make as many trips as some of the others did but on the particularly hot ones he did and I must admit in terms of when they are overseas I can't think of a tougher job than [ ]

25X1 [ ] Couldn't this Board adopt a policy that all time spent in prison is double time?

25X1 [ ] I don't know that the Board could. I would certainly feel that way about it. As a matter of fact, if the Board turns this one down I think I would feel beholden to go to Colonel White and ask if he wants to wave the wand for a man who has spent 29 months in jail. Obviously it would be cleaner if we could look at his total career and say we find it. I admit very freely I am reaching to find creditable service because I feel ultimately the man has spent two and a half years in a [ ] jail has earned it. How do you all feel?

25X1 [ ] I would find no difficulty voting for it on that score alone but it seems to me some of his other service qualified, such as [ ] 25X1 [ ] he was developing and his standby basis.

25X1 [ ] I have a feeling he is being quite conservative. Here's a man who sits here saying he was down in the [ ] and he did this over 25X1 a long period of time and the next man says he was on this work for eight years and identifies six months when he was exposed to danger. I think he has been quite conservative. What do you think about this man (addressing Mr. Miller)?

MR. MILLER: I don't really know. It seems you have to reach a little for it but I would certainly vote for it.

25X1 MR. [ ] Karl didn't leave any notes for you on this?



MR. MILLER: No.

25X1 [ ] I can quote Karl to me on the phone saying he apparently met with Dave and helped him prepare the papers and he said he was prepared to say that he had service that really would qualify him.

25X1 [ ] When you consider the agony he went through after this.

25X1 [ ] There is another four months which was probably very gruelling. He mentioned that to me. He said of all the time he thought the four months of steady interrogation to find out whether he had blown anything or hadn't was the toughest.

25X1 [ ] Even after the interrogation they weren't really sure so they moved him out.

25X1 [ ] I think he has remained tainted ever since. In any event we certainly aren't talking about a worrisome precedent. I think I'm speaking

[ ]  
qualifying service. Is that the sort of motion that is made and seconded?

25X1 [ ] Right.

. . . This motion was then passed . . .  
25X1

[ ] He is talking about retiring 15 October.

25X1 [ ] He is pretty much set on this. He really wants out. I explained 15 October would be foolish and I said it looks like 30 October. I think when he gets the word he will be down to sign. Whether he does it by that time or the end of the year. The 1 January is only because he thought the other alternative would be to wait for the tax break. The outside is 31 December. Okay, I think we have done the right thing.

25X1 Now, [ ] Here again, let me take you through my rationale. It's true that he was given an opportunity at the 15-year review to make a decision as to whether he wanted to stay in the system or not. He took quite a bit of time. As a matter of fact we had to needle him. I think the overriding consideration here is that he had to make this decision at the very difficult time. He is pretty much a backroom lawyer. The Daniel/McGee Bill was in Congress. It had not been acted upon. He was fairly confident that it would be passed and that

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meant high three credit for some 2,500 hours of sick leave. At that point in time, as we had told others, we couldn't guarantee. You probably read the letter we sent to him which was a bit pessimistic -- "...no, it's not automatically ours and at such time as it is passed we would have to seek similar legislation..." -- so he made the decision he'd stay out knowing at least he would have these benefits under Civil Service. Subsequently we got the benefits and now it's a clear-cut case of annuity under CIARDS and he obviously made a mistake. My own feeling is we shouldn't hold his hands to the fire because he made an honest mistake under difficult circumstances. We try to let a man retire in the system he is qualified for under the best annuity. Another factor which I find a little hard to believe was that he did not realize at the time he made this decision that he couldn't ship his furniture. He said he thought when he was posted outside Headquarters he got this. He is going to move from [ ] to Florida and this is another couple of thousand. So obviously things are stacked on the side of CIARDS and today it's hard to understand why he elected Civil Service but I think I have given you the answer. We don't like the idea of taking people out and putting them back in again which we would be doing in this case. Does anybody feel he shouldn't be brought back? 25X1

25X1

[ ] He plans on retiring soon.

: Yes.

Off the record ...

. . . Then there followed an off the record discussion . . .

25X1

[ ] January 1971 and that's very firm. I think we are ready for a motion.

25X1

[ ] I so move.

Second.

. . . This motion was then passed . . .

25X1

[ ] I guess that does it.

. . . The meeting ended at 3:35 p.m. . . .

**SECRET**